



## @USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) SECNAV Releases Updated Diversity, Inclusion Policy Statement / 25 FEB 16 [\[LINK\]](#)**

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Secretary of the Navy (SECNAV) Ray Mabus issued an updated Department of the Navy Diversity and Inclusion Policy statement, Feb. 25, and met with several key military service organizations, veterans service organizations, and stakeholders at the Pentagon to discuss the topic.

The meeting was the first in a planned series of engagements during which Mabus will discuss Navy and Marine Corps issues with leaders in the civilian and military communities.

Mabus also released a short video underscoring the Navy and Marine Corps are stronger, more effective, and innovative when our workforce reflects the nation we serve.

"To recruit the people we need, to keep the people we need, we've got to draw from the biggest pool we can," Mabus said in the video released today. "The United States Navy and United States Marine Corps are the most formidable expeditionary fighting force the world has ever known. To keep that, we've got to reach out to the most diverse population we can to recruit and retain these top people."

The Department of the Navy last updated its Diversity and Inclusion Policy statement in 2010, and since then, the Department of Defense has made significant personnel policy changes including the repeal of "Don't Ask, Don't Tell," and rescinding the direct ground combat exclusion policy, which now allows women to serve in military occupational specialties that were previously closed to them.

"Our nation always faces new challenges and threats in an increasingly complex world," said Mabus as part of the updated statement. "Recruiting, retaining, and promoting top performers is a readiness imperative. Organizations that embrace myriad backgrounds and perspectives will attract the best talent and remain ready."

Mabus said the importance of having a workforce comprised of those who think differently, and have varied backgrounds cannot be overstated.

"We don't want everyone coming into the Navy or Marine Corps thinking exactly the same way," he said. "It's important that when such a small number of Americans are serving in uniform, that the force be representative of the people they're protecting. A more diverse force is a stronger force and we've proven that over and over and over again."

To view the Navy's Department of the Navy Diversity and Inclusion Policy statement and Secretary of the Navy Mabus' video, please visit: <http://navylive.dodlive.mil/?p=35571>

## **2.) Change of Rate Names A Hot Topic As Top Navy Leaders Meet With Norfolk Sailors / 24 FEB 16**

NAVY TIMES, Lance M. Bacon

NORFOLK NAVAL BASE, Va. — Changes to rating names, personnel evaluations, and concealed carry rules were top issues as the service's top officer and enlisted sailor took questions during an all-hands call held here on Feb. 24.

Roughly 1,200 sailors turned out to hear from Chief of Naval Operations Adm. John Richardson and Master Chief Petty Officer of the Navy Mike Stevens, and it was only a matter of minutes before the renaming of rates was raised.

The CNO quickly handed off to MCPON, who suggested the hot-button issue was much ado about nothing. He pointed out the Navy has stood up, stood down, or changed the name of rates more than 750 times, to the surprise of many in attendance. The last big change was in 1947 when the Navy reduced from more than 400 rates down to 100. There are 91 rates today.

Stevens said the goal is not only to remove “man” from a rate title, but to make sure a new title best defines the rate, can easily translate in the civilian sector, and retains a nautical feel. He then challenged a female to come up with a new title for her rate within those guidelines.

Yeoman Third Class Amber Roberts came up with the title “administrative specialist,” which received a thunderous round of applause. Stevens said the exact same name had recently been suggested to him — by a team of 10 force master chiefs. To be on par with such a group earned Roberts a MCPON coin.

“I don’t have a problem with changing the names as long as it is done in a professional manner,” Roberts later told Navy Times. “Some of the names I have heard are not professional. I have heard ‘yeomate,’ which a lot of us take offense to.” While she is in agreement with the pending change, Roberts expressed concern that some things will be taken too far and some traditions may be lost.

Leadership development was a hot topic for Richardson, who expressed a desire to ensure “behaviors align with values.”

“I’m interested in exploring how we capture that in our evaluation system, particularly in our senior and leadership positions,” he said. “It is extremely important to me that our leaders are people of solid and sound character.”

Stevens pointed to an anonymous peer evaluation program used at Basic Underwater Demolition/SEAL, or BUDS school. Stevens said he used a similar approach within the chief’s mess with much success.

“Nobody knows better what people are doing ... than the people they work with every day,” he said. “To evaluate one another like that maybe has some merit.”

The leaders said they are looking at whether sailors should be allowed to carry personal weapons on base. Though the Air Force has already given the green light, Richardson said questions must be answered before any change is made on Navy bases. For example, identifying an active shooter when a number of people have weapons drawn could be complicated, he said.

A quick survey found that the majority of sailors in attendance were not fans of the new Meritorious Advancement Program. Stevens suggested the Navy needs to do a better job of explaining the program, which is designed to give commanders more say in promotions.

More than 400 Command Advancement Program promotions went unused annually, Stevens said, while 99 percent of MAP quotas are being used.

Sailors also voiced frustration with the Personnel Support Detachment model. Stevens admitted “it hasn’t worked out as well as we wanted it to,” and said he has people looking at improvements in automation and training, and better access for admin personnel.

Sailors were happy when Richardson said all planned deployments will be capped at seven months by year’s end, but was quick to add that ships must complete the maintenance phase on time to keep that pace, and emerging missions could prolong deployment length.

### **3.) Navy Updates Maternity Leave Policy / 25 FEB 16 [\[LINK\]](#)**

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Following the Jan. 28 announcement by Secretary of Defense Ash Carter establishing a Department of Defense-wide 12-week maternity leave policy, the Navy released its guidance today in NAVADMIN 046/16.

This new policy applies to all Sailors in the active duty component, and those Reserve component members serving on mobilization orders for a continuous period of at least 12 months.

Since the Navy had previously implemented an 18-week maternity leave policy in 2015, Sailors who are pregnant or give birth on or before March 3, 2016, will be granted up to 18 weeks of maternity leave. The date of pregnancy will be determined by a privileged medical care provider.

Those who become pregnant after March 3, will be entitled 12 weeks of non-chargeable maternity leave. Sailors must take this leave consecutively and immediately following a child's birth, or release from hospitalization (whichever is later).

As always, unit commanders and medical providers may continue to grant convalescent leave based on the individual Sailors' fitness for duty; meaning, this policy does not constrict convalescent leave in excess of 12 weeks, where a health professional/medical authority deems that such leave is warranted.

Besides the changes to maternity leave, DoD is working to expand both paternity leave and adoptive leave for service members.

It will ask for legislation from Congress to expand the current 10-day paternity leave offered to service members to a 14-day, continuous leave.

Authority will also be sought from Congress to change the current three week leave policy for adoptive leave for one parent to include both parents of a dual military couple by authorizing the second military parent two weeks of leave.

NAVADMIN 046/16 can be found at [www.npc.navy.mil](http://www.npc.navy.mil).

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

### **4.) Fleet Master Chief April Beldo Recognized At BEYA; CNP Highlights Importance of STEM / 20 FEB 16 [\[LINK\]](#)**

Chief of Naval Personnel Public Affairs

PHILADELPHIA (NNS) -- Manpower, Personnel, Training and Education Fleet Master Chief April D. Beldo was recognized Feb. 19, as the 2016 U.S. Navy Non-Commissioned Officer award recipient during the Black Engineer of the Year Awards (BEYA) 11th Annual Stars and Stripes dinner in Philadelphia.

"I'm humbled and honored to receive this award," Beldo said following the award presentation. "This represents 33 years of service in the Navy doing what I love -- leading and mentoring Sailors. And more than anything, it represents the simple truth that you can do anything you put your mind to if you work hard and stay focused."

Chief of Naval Personnel Vice Adm. Bill Moran attended the ceremony and gave the dinner's keynote address highlighting the importance of STEM, how organizations like BEYA contribute to the success of the Navy, and the important role leaders like Beldo, and the other BEYA award recipients play in today's Navy.

"What better way for us to remember the legacy of this great city, than to reflect on the American spirit that is still ignited, and shining brightly in these individuals tonight," Moran said during his remarks. "My fervent hope is that by reflecting on what these leaders have accomplished, it will ignite us all with courage and tenacity and cause us to dream, to dream what we see."

Moran said BEYA helps play a key role in showing young men and women throughout the country what is possible as well as the true meaning of mentorship and leadership.

"Our Navy must be led by individuals who dream the possible, who are consumed with a passion for excellence, and the will to win," Moran said. "It's up to us to show them the way. There is no better place to be, no better life to live than in the service of a cause greater than self."

The three-day BEYA conference, which concludes Feb. 20, brings together young men and women from around the country who demonstrate outstanding performance in a technical field and show great potential for shaping the future course of engineering, science, math and technology.

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